



RESPONSE TO WELSH GOVERNMENT'S CALL FOR EVIDENCE ON INEQUALITIES IN WALES – JULY 2016

Demographics

The gender longevity statistics remain alarming and insufficient progress has been made on reducing the disadvantage faced by men

The National Survey for Wales does not display sufficient areas of data split by gender in some of the key areas such as satisfaction with GP services. There are some positives in the National Survey data collection however because that does include on Table 14 of the section on Childcare the gender split of levels of satisfaction with formal childcare.

We would also like to draw your attention to the new ONS interpretive data on gender mortality <http://visual.ons.gov.uk/does-our-sex-affect-what-we-die-from/> which should have implications also in health care planning.

Education

You will be aware from the submissions of the EHRC in their report 'Is Wales Fairer 2015?' https://www.equalityhumanrights.com/sites/default/files/is_wales_fairer_2015_eng_web_32pager.pdf about the growing gender gap in educational attainment. It is also noticeable that the rate of exclusion for boys far outweighs the rate for girls and that is an area that we believe needs to be looked at through a gendered lens.

Employment

The gender pay gap is a critical issue for men and women. The ONS have identified that men earn less for part time work

'But looking at part-time workers separately, men were actually paid less on average, showing a gap of -6.5%.' Source <http://visual.ons.gov.uk/what-is-the-gender-pay-gap/>

The ONS data also shows that the gender pay gap is negative from ages 22-29 with women earning slightly more than men. The report further states that

'Part-time workers – both men and women – earn less, on average, per hour than their full-time counterparts.'

A much higher proportion of women work part-time – 41%, compared with only 11% of men. This means that the gap for all employees –full-time and part-time together – is higher than for full-time employees alone.'

We believe that the EHRC statement about the gender pay gap in their 'Is Wales Fairer 2015?' report is disingenuous. It states that 'The gender pay gap narrowed from 20% to 17%. The gap narrowed because men's average pay declined more than women's.' Is Wales Fairer 2015? P14. This broad analysis fails to look at some of the key areas of data to understand the reasons for difference. It seems apparent that increasing the involvement of men in childcare through the introduction of shared parenting initiatives would significantly address the issue caused by women in their 30's and 40's going into part time employment due to child care responsibilities.

In Wales we wish to draw to the attention of Government the discrepancy around the employment of men in Early Years as set out in the consultation document on the Early Years 10 year workforce strategy which stated that 1 in 8 (12.5%) were male. The actual figure from the Care Council workforce survey was 3%. www.ccwales.org.uk/edrms/152594/ Despite meeting with senior officials it was decided that no initiative would be launched to deal with this gender employment discrepancy. This is in stark contrast to the position of firefighters (where 97% are male) where there is a well funded initiative to improve the gender split by recruiting more women.

Health & Social Care

As noted above under demographics the National Survey for Wales doesn't seem to disaggregate the satisfaction and experience levels with health services on a gender split basis.

In relation to suicide we note the report produced by The Samaritans in 2015 which states

Male suicides in Wales rose by 23 per cent between 2012 and 2013. The rate for males (26.1 per 100,000) is at its highest since 1981.

http://www.samaritans.org/sites/default/files/kcfinder/branches/branch-96/files/Suicide_statistics_report_2015.pdf p6

We note that the Welsh Government has declined to introduce a dedicated suicide prevention strategy in favour of a combined one involving self-harm. We also note that the strategy Talk to Me 2 fails to focus on the disproportionate level of male suicide – particularly in middle years.

We also know that men are more reticent to visit their GP

http://socialsciences.exeter.ac.uk/media/universityofexeter/collegeofsocialsciencesandinternationalstudies/politics/projects/mme/Mens_Health_Forum_Project.docx although we haven't been able to find the breakdown of visits to a GP by gender in Wales.

Housing

We have been unable to identify the gender split of 'street homeless' individuals in Wales. The data collected by StatsWales is not disaggregated

<https://statswales.gov.wales/Catalogue/Housing/Homelessness/Rough-Sleepers/roughsleepers-by-localauthority>

We believe that urgent analysis needs to be undertaken in the housing sector to look at the split by gender and the difficulties faced by men who tend to be given much lower priority by housing providers.

Physical Security

Men are significantly disadvantaged as being overwhelmingly the victims of violent crime. In relation to levels of domestic abuse reported to Police we are aware that the Mankind Initiative has undertaken FOI requests of all forces in England and Wales from January 2012 to June 2014. <http://new.mankind.org.uk/wp-content/uploads/2015/05/FOI-01-Jan-20102-to-30-June-2014-A3-final-percentage.pdf> We are aware from data shared with us by South Wales Police that their level has increased and currently stands at 23%. This is set against a backdrop of a disproportionately lower reporting and recognition of domestic abuse by men. Further data collected by the Mankind Initiative may also be useful in terms of its analysis of ONS data <http://new.mankind.org.uk/wp-content/uploads/2015/05/30-Key-Facts-Male-Victims-Mar-2016.pdf> Furthermore data from ONS showed that men who identified as suffering partner abuse were significantly less likely to identify this as Domestic Violence and Abuse

<http://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/adhocs/005682whethervictimsofpartnerabuseperceivedwhathappenedtothemtobedomesticviolencebysexyearendingmarch2015>

In relation to the inequality of treatment by men who present as victims of domestic violence and abuse we draw attention to the 'screening' of **male callers only** to DV services funded by Welsh Government eg Safer Wales Dyn project. These services then claim that a high proportion of these men seeking help and support are in fact perpetrators rather than 'genuine' victims. We suggest that this is a direct breach of the Equality Duty as it discriminates against men only.

Public Participation & Representation

Data from our Welsh Dads survey 2016 – which received 209 responses including from every one of the 22 Local Authority areas shows a significant problem for fathers who do not live with their children all of the time. (Non Resident Parents). https://www.fnfbpm.org.uk/image/upload/branch/newport/WELSH_DADS_SURVEY_2016_report_FINAL.pdf

The data also showed that the lack of engagement with fathers in general was a significant problem for many men who simply were unaware of these services who overwhelmingly adopt a gendered approach to delivery. There is no hard data about the levels of

engagement with fathers in dealing with parenting support however. The First Minister wrote to us in August 2015 to confirm that the Welsh Government would not be requiring services funded by the taxpayer to record the gender of parents they engaged with as this would be a 'disproportionate administrative burden'. We are happy to share the correspondence with the First Minister if that would be helpful.

There are many services that target support for Single Parents in Wales but virtually none who seek to support the Non Resident parent. Data from ONS shows that in 2015, <http://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2015-11-05#lone-parents> women accounted for 90% of lone parents with dependent children and men the remaining 10%. The pattern of support for Single Parents without commensurate support for Non Resident Parents clearly disadvantages men as a group with protected characteristics. We maintain that this also disadvantages children. Data from the Nat Cen Modern Fatherhood project <http://www.modernfatherhood.org/publications/what-do-we-know-about-non-resident-fathers/> showed that Non Resident fathers who saw their children several times a week were almost 3 times more likely to contribute financially to their upbringing.

General

We wish to remind the team looking at inequalities the work of the data collected from the 5 focus groups we ran for the Fairer Futures division with men as a group with protected characteristics – which covered a wide range of issues that these men identified.

https://www.fnf-bpm.org.uk/image/upload/branch/cymru/Equality_Objectives_FNF_BPM_focus_group_feedback_final.pdf

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